



Ravenshall

all different | all equal | all important

Equality & Diversity Policy

TITLE	Equality and Diversity Policy
VERSION	1.2
DATE	September 2025
AUTHOR	M Carroll
APPROVED BY HEAD TEACHER	December 2025
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NEXT REVIEW DATE	December 2026

Introduction

We recognise that the public sector equality duty (known as the PSED or the equality duty) has two parts: a general duty, and specific duties.

The general duty has three aims and they are to:

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
3. Foster good relations across all protected characteristics – between people who share a protected characteristic and people who do not share it.

The specific duties for schools are to:

1. To publish information to demonstrate how they are complying with the equality duty.
2. To prepare and publish one or more specific and measurable equality objective.

Aims and objectives

Ravenshall School will annually review how well we achieve these aims with regard to the protected groups under the Equality Act (race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment).

We aim to provide the highest possible education for all of our students. The ethos of our school clearly reflects our commitment to fully including and respecting all members of our school community.

We will:

- Ensure that staff and governors are aware of current legislation surrounding equality and diversity and understand the Schools responsibility.
- Promote cultural understanding and awareness and tolerance of different religious beliefs between different ethnic groups within our school.
- Promote mental health awareness and develop appropriate interventions where necessary.
- Actively close gaps in attainment and achievement between students for all groups of students.
- Monitor and address any incidence of the use of homophobic, sexist and racist language in our school.
- Continuously review and revise the curriculum so that it represents a diverse culture and society and encourages tolerance and respect.

General Policy Statement

At Ravenshall School we strive to provide a safe, secure, caring environment where everyone is valued and respected equally. We aim to provide an inclusive education where pupils develop independent learning skills and are taught according to need whatever their age, gender, background, beliefs or abilities.

Protected Characteristic	Group	What evidence do we hold that we eliminate unlawful discrimination, harassment and victimisation?	What evidence do we hold that we advance equality of opportunity with those who share a protected characteristic and those who do not?	What evidence do we hold that we foster good relations with people who share a protected characteristic and those who do not?
Race* Disability** Age Religion and Belief	Pupils	<p>Equal Opportunities Policy Curriculum Positive Behaviour Policy Comparative attainment data</p> <p>Therapy and medical support</p>	<p>Diversity celebrated through the curriculum</p> <p>Formative and Summative assessment</p> <p>Bilingual support Therapy and medical support</p> <p>CPOMS</p>	<p>School activities to promote positive attitude to support protected groups including through the application of the curriculum</p> <p>Assemblies</p> <p>Assessment records/ AFL, parents evening records, parent questionnaire</p>
Race* Disability** Age Religion and Belief	Pupils & staff	<p>Equal Opportunities Policy</p> <p>Recruitment & Selection Policy & Paperwork</p> <p>HR data, applicant monitoring</p> <p>HR data</p> <p>Support plans and info on phased returns</p> <p>Data on staff registered disabled</p>	<p>Fair recruitment processes</p> <p>Positive Behaviour Policy</p> <p>HR data, applicant monitoring HR data</p> <p>Support plans and info on phased returns</p> <p>Data on staff registered disabled</p> <p>Parents' forums and workshops</p> <p>Bilingual support</p> <p>CPOMS</p>	<p>Staff Briefings</p> <p>Monitoring of workforce</p> <p>Fair and transparent HR processes, reasonable adjustments made</p> <p>Parents' forums and workshops</p>
Sex/Sexual Orientation/Gender reassignment	Pupils	<p>PSHCE curriculum</p> <p>Positive Behaviour Policy</p> <p>Pupil assessment data</p> <p>Pupil behaviour data</p>	<p>Inclusion</p> <p>Positive behaviour Policy</p> <p>Curriculum</p> <p>Assemblies</p> <p>Student Council/Voice</p> <p>CPOMS</p>	<p>Curriculum & syllabus data</p> <p>Attendance data</p> <p>Assemblies</p> <p>Student Council/Voice</p>

Sex/Sexual Orientation/Gender reassignment	Pupils & staff	Equal Opportunities Policy HR Data Positive Behaviour Policy	Equal Opportunities Policy HR Data Positive Behaviour Policy	HR policies and procedures Fair and transparent processes Staff Briefings
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Pregnancy and Maternity	Staff	Equal Opportunities Policy Recruitment & Selection Procedures HR data on rate of return post maternity leave Risk assessments completed	Compliance with legislation, Maternity entitlements Flexible Working Requests / Adjustments made Risk assessments completed	Celebration of pregnancies and births Paternity leave granted Staff Briefings Risk assessments
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Change management log		
Version number	Changes	Date
1.1	Updated format	11.9.23
1.2	Updated format	05/09/25